

2003 COMPENSATION COMPARISON FOR _____

PART II: Complete only when the proposed NIH compensation is not fully supported by Part I. Gains/Losses in Part II may be considered in justifying the NIH salary, but not necessarily on a matching basis.

BENEFIT	PROPOSED NIH COMPENSATION	DOLLAR VALUE	CURRENT COMPENSATION ¹	DOLLAR VALUE	GAIN	LOSS
Base Pay²	Per annum = \$ _____		Per annum = \$ _____			
	Per annum/2087 = hourly rate of \$ _____		Per annum/2087 = hourly rate of \$ _____			
	Hourly rate X 8 = daily rate of \$ _____		Hourly rate X 8 = daily rate of \$ _____			
THE EMPLOYER'S CONTRIBUTION TO EMPLOYEE BENEFITS						
Basic Retirement	(FERS = 10.3% of base pay + PCA; CSRS = 8.51% of base pay + PCA) NIH pays	\$	Employer's contributions that are made regardless of whether the employee contributes, e.g., to a 401K, 403(b), TIA-CREFF, or other system. Rate of contribution = _____	\$	\$	\$
TSP	Automatic 1% contribution for FERS employees only (\$0 for CSRS employees) NIH pays	\$	Employer's automatic contributions to a supplemental retirement system, i.e., contributions are made regardless of whether the employee contributes and are not also reported above.	\$	\$	\$
	NIH's matching contribution for FERS employees only = _____ % (100% match for the first 3% of employee contributions, \$.50 on the dollar for the next 2% of employee contributions. Maximum matching contribution = 4%)	\$	Employer's matching contribution	\$	\$	\$
OASDI	@ 6.2% of base pay + PSP/PCA & Rs up to \$87,000 NIH pays	\$	6.2% of base pay up to \$87,000 Employer pays	\$	\$	\$
Medicare	@ 1.45% of base pay + PSP/PCA & Rs NIH pays	\$	@ 1.45% of base pay employer pays	\$	\$	\$
Health Benefit³	NIH pays	\$	Employer pays	\$	\$	\$
Life Insurance	NIH pays ⁴	\$	Employer pays	\$	\$	\$
Sick Leave	@ 13 days per year; no maximum accumulation	\$	@ _____ days per year. Attach description of policy regarding the use and earning of sick leave. Maximum accumulation is _____	\$	\$	\$
TOTAL for Part II. GAIN and LOSS columns					\$	\$
PART II. NET GAIN OR LOSS IN EMPLOYER CONTRIBUTIONS TO BENEFITS AND THE DOLLAR VALUE OF SICK LEAVE					\$	\$

¹ Attach documentation in support each of the entries in this column.

² Enter amounts shown in Part I.

³ In 2003, the **agency cost** for BC/BS Standard coverage for Self Only = \$109.30 per pay period or \$2,841.180 per annum; Standard Family = \$249.62 per pay period or \$6,490.12 per annum.

⁴ Enter the product of \$.075 X each \$1,000 of basic coverage. Optional FEGLI is fully funded by the employee, i.e., there is no agency contribution.